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6		
7	Attorneys for Plaintiffs	
8		
9	UNITED STATE	S DISTRICT COURT
10	DISTRICT	OF NEVADA
11		
12	VICTOR YOHEY, CHRIS TILLISCH, individually and on behalf of themselves	
13	and all other similarly situated,	
14	Plaintiffs)	CASE NO.:
15	v. (
16	STOREY COUNTY FIRE PROTECTION) DISTRICT,	
17 18	Defendant) 	
19	PLAINTIFFS' COLLEC	TIVE ACTION COMPL
	II	

LAINT

INTRODUCTION

COME NOW Plaintiffs, by and through their counsel, and respectfully submit their complaint against Defendant Storey County Fire Protection District and state as follows:

PARTIES

- Plaintiffs are current and/or former employees of Defendant Storey County Fire 1. Protection District ("Defendant"). At all times material herein, Defendant has employed the Plaintiffs as fire protection personnel.
- Plaintiffs bring this action as a collective action in accordance with 29 U.S.C. §216(b) 2. of the Fair Labor Standards Act ("FLSA") against the Defendant on behalf of themselves and all

others similarly situated because of Defendant's unlawful deprivation of Plaintiffs' rights to overtime compensation. Plaintiffs seek declaratory judgment under 28 U.S.C. § 2201 and compensation, damages, equitable and other relief available under the FLSA, as amended, 29 U.S. C. § 201, et seq.

- 3. At all times material herein, Plaintiffs and all others similarly situated have been "employees" within the meaning of the FLSA. 29 U.S.C. § 203(e)(1).
- Plaintiffs have given written consent to be party-plaintiffs in this action, pursuant to 4. 29 U.S.C. § 216(b). Such written consents are appended to this Collective Action Complaint as Exhibit A.
- Defendant is a political subdivision of the State of Nevada, and at all times material 5. herein, Defendant has been a "public agency" and "employer" within the meaning of the FLSA, 29 U.S.C. §§ 203(x), 203(d). Defendant employs or employed Plaintiffs and all others similarly situated and is located within the State of Nevada. Defendant has a principal office and place of business located at 145 North C Street, Virginia City, Nevada 89440.

JURISDICTION AND VENUE

- 6. This Court has original jurisdiction over this action pursuant to 28 U.S.C. § 1331, this action being brought under the FLSA and specifically pursuant to 29 U.S.C. § 216(b).
- Venue is proper under 28 U.S.C. § 1391 because Defendant operates in this judicial 7. district, and within its unofficial Northern Division, and the events or omissions giving rise to the claims stated herein occurred in this judicial district.

FACTUAL ALLEGATIONS

- 8. Plaintiffs re-allege, and incorporate by reference herein, paragraphs 1 through 7 of this Complaint.
- Since June 30, 2015, as well as before, Plaintiffs and all others similarly situated 9. have worked for the Defendant as firefighters, paramedics, emergency medical technicians, rescue workers or ambulance personnel.
- 10. Since June 30, 2015, and continuing to date, while working for Defendant, Plaintiffs' and all others' similarly situated primary job duties have been, and remain, to protect and serve the public by engaging in fire suppression, emergency response and related non-exempt activities.

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While on the scene of fire calls, the Plaintiffs and all others similarly situated, with their crew, engage in the control, suppression, and extinguishment of fires and the rescue of fire or accident victims, including the transport of victims to hospital, as necessary. Plaintiffs and all others similarly situated also respond to emergency medical calls and transport patients to hospital, as necessary.

- While working as firefighters, paramedics, emergency medical technicians, rescue workers and ambulance personnel, Plaintiffs, as well as others similarly situated, are assigned to work, and in fact do work, a regular and recurrent schedule of forty-eight (48) hours on-duty, followed by ninety-six (96) hours off-duty. As a result, Plaintiffs and all others similarly situated are suffered or permitted to perform at least forty-eight (48) or seventy-two (72) hours of regularly scheduled work each week. Furthermore, this schedule results in Defendant suffering or permitting Plaintiffs and all others similarly situated to perform at least _one hundred and twenty (120) hours of regularly scheduled work in two (2) of every three (3) fourteen (14)-day periods. In addition, Plaintiffs and all others similarly situated works extra shifts, outside of their regular schedule. Plaintiffs and all others similarly situated are therefore regularly assigned to work, and do work, in excess of forty (40) hours per week, as well as in excess of fifty-three (53) hours per week, in excess of one hundred and six (106) hours in a fourteen (14)-day period, and in excess of two hundred and twelve (212) hours in a twenty-eight (28) day period.
- 12. Defendant, at all times material herein, misclassifies Plaintiffs and all others similarly situated as "exempt" employees and unlawfully fails to pay any overtime premiums for overtime work. Instead, Defendant pays Plaintiffs and all others similarly situated a static biweekly wage and, for unscheduled shifts outside Plaintiffs' and all others' similarly situated regular schedule, a straight hourly rate.
- 13. Defendant, at all times material herein, has failed to pay Plaintiffs and all others similarly situated overtime premium pay at the rate of one and one-half times his/her regular rate of pay when it suffers or permits them to work in excess of forty (40) hours in a week, in excess of fifty-three (53) hours in a week, in excess of one hundred and six (106) hours in a fourteen (14)-day period, or in excess of two hundred and twelve (212) hours in a twenty-eight (28) day period.

14. Defendant, at all times material herein, has known and should have known that uncompensated overtime work was being performed by Plaintiffs and all others similarly situated, because of, for example, Defendant established policies and procedures, work schedules, and observations of Plaintiffs and all others similarly situated. Therefore, Defendant's actions in refusing to provide Plaintiffs and all others similarly situated the rights and protections provided under the FLSA are willful in that Defendant knew its pay practices with respect to its firefighters, paramedics, emergency medical technicians, rescue workers and ambulance personnel was prohibited by the FLSA or, at the very least, showed a reckless disregard for the FLSA.

COUNT I

VIOLATION OF SECTION 207(a) OF THE FAIR LABOR STANDARD ACT

- 15. Plaintiffs re-allege, and incorporate by reference herein, paragraphs 1 through 14 of this Complaint.
- 16. During the times that Plaintiffs and all others similarly situated have worked in excess of forty (40) hours in a work week, Defendant failed to provide them with the rights and protections provided under the FLSA, including overtime pay at the rate of one and one-half times their regular rates of pay for all hours worked in excess of the hourly standards set forth under 29 U.S.C. § 207(a).
- 17. By failing to pay the Plaintiffs and all others similarly situated the overtime pay required under the law, Defendant has violated and is continuing to violate the provisions of the FLSA in a manner that is unreasonable, willful, and in bad faith. As a result, at all times material herein, Plaintiffs and all others similarly situated have been unlawfully deprived of overtime compensation and other relief.
- 18. As a result of Defendant's willful, unreasonable, and bad faith violations of the FLSA, there have become due and owing to Plaintiffs, and all others similarly situated, an amount that has not yet been precisely determined. The employment and work records for Plaintiffs and all others similarly situated (including time and attendance records) are in the exclusive possession, custody, and control of Defendant and Plaintiffs are unable to state at this time the exact amount owing to them. Defendant is under the duty imposed under the FLSA, 29 U.S.C. § 211(c), and

various other statutory and regulatory provisions, to maintain and preserve payroll and other employment records with respect to Plaintiffs and all others similarly situated from which the amount of Defendant's liability can be ascertained.

- 19. Pursuant to 29 U.S.C. § 216(b), Plaintiffs and all others similarly situated are entitled to recover liquidated damages in an amount equal to their backpay damages for Defendant's failure to pay overtime compensation.
- 20. Plaintiffs and all others similarly situated are entitled to recover attorneys' fees and costs under 29 U.S.C. § 216(b).

COUNT II

VIOLATION OF SECTION 207(k) OF THE FAIR LABOR STANDARDS ACT

- 21. Plaintiffs re-allege, and incorporate by reference herein, paragraphs 1 through 20 of this Complaint.
- Under the U.S. Department of Labor's regulations applicable to fire fighters covered under 29 U.S.C. § 207(k), (29 C.F.R. § 553.230), an employer must pay overtime compensation to such employees at a rate not less than one and one-half times their regular rate of pay for hours of work in excess of fifty-three (53) hours in a seven (7)-day work period, in excess of one hundred and six (106) hours in a fourteen (14)-day work period, or in excess of two hundred and twelve (212) hours in a maximum twenty-eight (28)-day work period (or in excess of a proportionate number of hours for work periods between seven (7) and twenty-eight (28) days)).
- During the times that Plaintiffs and all others similarly situated have worked in excess of fifty-three (53) hours per work week, one hundred and six (106) hours per fourteen (14)-day period, and two hundred and twelve (212) hours per twenty-eight (28)-day period, Defendant has failed to provide them with the rights and protections provided under the FLSA, including overtime pay at the rate of one and one-half times their regular rates of pay for all hours worked in excess of the hourly standards set forth under 29 U.S.C. § 207(k) and 29 C.F.R. § 553.230.
- 24. By failing to pay the Plaintiffs and all others similarly situated the overtime pay required under the law, Defendant has violated and is continuing to violate the provisions of the FLSA in a manner that is unreasonable, willful, and in bad faith. As a result, at all times material

herein, Plaintiffs and all others similarly situated have been unlawfully deprived of overtime compensation and other relief.

- 25. As a result of Defendant's willful, unreasonable, and bad faith violations of the FLSA, there have become due and owing to Plaintiffs and all others similarly situated an amount that has not yet been precisely determined. The employment and work records for Plaintiffs and all others similarly situated (including time and attendance records) are in the exclusive possession, custody, and control of Defendant and Plaintiffs are unable to state at this time the exact amount owing to them. Defendant is under a duty imposed under the FLSA, 29 U.S.C. § 211(c), and various other statutory and regulatory provisions, to maintain and preserve payroll and other employment records with respect to Plaintiffs and all others similarly situated from which the amount of Defendant's liability can be ascertained.
- 26. Pursuant to 29 U.S.C. § 216(b), Plaintiffs and all others similarly situated are entitled to recover liquidated damages in an amount equal to their backpay damages for Defendant's failure to pay overtime compensation.
- 27. Plaintiffs and all others similarly situated are entitled to recover attorneys' fees and costs under 29 U.S.C. § 216(b)

PRAYER FOR RELIEF

WHEREFORE, Plaintiffs, on their own behalf and on behalf of all others similarly situated pray that this Court:

- (a) Enter judgment declaring that the Defendant has willfully and wrongfully violated its statutory obligations under federal law and deprived the Plaintiff and all others similarly situated of his/her rights;
- (b) Order a complete and accurate accounting of all unpaid compensation to which the Plaintiffs and all others similarly situated are entitled;
- (c) Award Plaintiffs and all others similarly situated compensatory relief in the form of unpaid compensation and liquidated damages equal to their unpaid compensation;
- (d) Award Plaintiffs and all others similarly situated interest on their unpaid compensation;

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2805 Mountain Street Carson City, Nevada 89703 (775) 885-1896	28
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Dyer Lawrence, LLP

- (e) Award Plaintiffs and all others similarly situated their reasonable attorneys' fees to be paid by the Defendant, and the costs and disbursements of this action; and
 - (f) Grant such other relief as may be just and proper.DATED this 16th day of January, 2020.

DYER LAWRENCE, LLP

Thomas J. Donaldson Nevada Bar No. 5283 Sue S. Matuska

Nevada Bar No. 6051

Attorneys for Plaintiffs

2805 Mountain Street Carson City, Nevada 89703 (775) 885-1896

Dyer Lawrence, LLP

EXHIBIT "A"

EXHIBIT "A"

CONSENT TO SUE

REQUEST TO BECOME PARTY-PLAINTIFF

I hereby consent to become a party-plaintiff in a lawsuit concerning my employment with Storey County, Nevada, as a fire protection personnel employee, to enforce my rights and recover overtime wages and other relief under the Fair Labor Standards Act.

Victor Yohey Print Name Clearly

Signaftire

2805 Mountain Street Carson City, Nevada 89703 (775) 885-1896

Dyer Lawrence, LLP

CONSENT TO SUE

REQUEST TO BECOME PARTY-PLAINTIFF

I hereby consent to become a party-plaintiff in a lawsuit concerning my employment with Storey County, Nevada, as a fire protection personnel employee, to enforce my rights and recover overtime wages and other relief under the Fair Labor Standards Act.

Chris Tillisch

Print Name Clearly

Signature

Case 3:20-cv-00037 Decument 11 SFIEL 1/17/20 Page 1 of 2

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

I. (a) PLAINTIFFS			DEFENDANTS			
`	f First Listed Plaintiff **XCEPT IN U.S. PLAINTIFF CA Address, and Telephone Number	,	County of Residence of First Listed Defendant (IN U.S. PLAINTIFF CASES ONLY) NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED. Attorneys (If Known)			
II. BASIS OF JURISDI	CTION (Place an "X" in O	ne Box Only)	III. CITIZENSHIP OF P	RINCIPAL PARTIES	(Place an "X" in One Box for Plaintiff	
☐ 1 U.S. Government ☐ 3 Federal Question Plaintiff (U.S. Government Not a Party)		(For Diversity Cases Only)	TF DEF	and One Box for Defendant) PTF DEF incipal Place		
☐ 2 U.S. Government Defendant	☐ 4 Diversity (Indicate Citizenshi)	ip of Parties in Item III)	Citizen of Another State	of Business In A	Another State	
			Citizen or Subject of a Foreign Country	3		
IV. NATURE OF SUIT		ly) RTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES	
□ 110 Insurance □ 120 Marine □ 130 Miller Act □ 140 Negotiable Instrument □ 150 Recovery of Overpayment & Enforcement of Judgment □ 151 Medicare Act □ 152 Recovery of Defaulted Student Loans (Excludes Veterans) □ 153 Recovery of Overpayment of Veteran's Benefits □ 160 Stockholders' Suits □ 190 Other Contract □ 195 Contract Product Liability □ 196 Franchise REAL PROPERTY □ 210 Land Condemnation □ 220 Foreclosure □ 230 Rent Lease & Ejectment □ 245 Tort Product Liability □ 290 All Other Real Property	PERSONAL INJURY □ 310 Airplane □ 315 Airplane Product Liability □ 320 Assault, Libel &	PERSONAL INJURY 365 Personal Injury - Product Liability 367 Health Care/ Pharmaceutical Personal Injury Product Liability 368 Asbestos Personal Injury Product Liability PERSONAL PROPERT 370 Other Fraud 371 Truth in Lending 380 Other Personal Property Damage Product Liability PRISONER PETITION: Habeas Corpus: 463 Alien Detainee 510 Motions to Vacate Sentence 530 General 535 Death Penalty Other: 540 Mandamus & Other 550 Civil Rights 555 Prison Condition 560 Civil Detainee - Conditions of Confinement	LABOR TY	□ 422 Appeal 28 USC 158 □ 423 Withdrawal 28 USC 157 PROPERTY RIGHTS □ 820 Copyrights □ 830 Patent □ 840 Trademark SOCIAL SECURITY □ 861 Black Lung (923) □ 863 DIWC/DIWW (405(g)) □ 864 SSID Title XVI □ 865 RSI (405(g)) FEDERAL TAX SUITS □ 870 Taxes (U.S. Plaintiff or Defendant) □ 871 IRS—Third Party 26 USC 7609	OTHER STATUTES □ 375 False Claims Act □ 400 State Reapportionment □ 410 Antitrust □ 430 Banks and Banking □ 450 Commerce □ 460 Deportation □ 470 Racketeer Influenced and □ Corrupt Organizations □ 480 Consumer Credit □ 490 Cable/Sat TV □ 850 Securities/Commodities/ □ Exchange □ 890 Other Statutory Actions □ 891 Agricultural Acts □ 893 Environmental Matters □ 895 Freedom of Information □ Act □ 896 Arbitration □ 899 Administrative Procedure □ Act/Review or Appeal of □ Agency Decision □ 950 Constitutionality of □ State Statutes	
	moved from 3	Remanded from Appellate Court	4 Reinstated or Reopened Anothe (specify)	r District Litigation		
VI. CAUSE OF ACTIO			e filing (Do not cite jurisdictional stat			
VII. REQUESTED IN COMPLAINT:	CHECK IF THIS UNDER RULE 2	IS A CLASS ACTION 3, F.R.Cv.P.	DEMAND \$	CHECK YES only JURY DEMAND :	if demanded in complaint: □ Yes □ No	
VIII. RELATED CASI IF ANY	E(S) (See instructions):	JUDGE		DOCKET NUMBER		
DATE		SIGNATURE OF ATTO	ORNEY OF RECORD			
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INSTRUCTIONS FOR ATTORNEYS COMPLETING CIVIL COVER SHEET FORM JS 44

Authority For Civil Cover Sheet

The JS 44 civil cover sheet and the information contained herein neither replaces nor supplements the filings and service of pleading or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. Consequently, a civil cover sheet is submitted to the Clerk of Court for each civil complaint filed. The attorney filing a case should complete the form as follows:

- **I.(a) Plaintiffs-Defendants.** Enter names (last, first, middle initial) of plaintiff and defendant. If the plaintiff or defendant is a government agency, use only the full name or standard abbreviations. If the plaintiff or defendant is an official within a government agency, identify first the agency and then the official, giving both name and title.
- (b) County of Residence. For each civil case filed, except U.S. plaintiff cases, enter the name of the county where the first listed plaintiff resides at the time of filing. In U.S. plaintiff cases, enter the name of the county in which the first listed defendant resides at the time of filing. (NOTE: In land condemnation cases, the county of residence of the "defendant" is the location of the tract of land involved.)
- (c) Attorneys. Enter the firm name, address, telephone number, and attorney of record. If there are several attorneys, list them on an attachment, noting in this section "(see attachment)".
- **II. Jurisdiction.** The basis of jurisdiction is set forth under Rule 8(a), F.R.Cv.P., which requires that jurisdictions be shown in pleadings. Place an "X" in one of the boxes. If there is more than one basis of jurisdiction, precedence is given in the order shown below.

 United States plaintiff. (1) Jurisdiction based on 28 U.S.C. 1345 and 1348. Suits by agencies and officers of the United States are included here.

United States plaintiff. (1) Jurisdiction based on 28 U.S.C. 1345 and 1348. Suits by agencies and officers of the United States are included here. United States defendant. (2) When the plaintiff is suing the United States, its officers or agencies, place an "X" in this box.

Federal question. (3) This refers to suits under 28 U.S.C. 1331, where jurisdiction arises under the Constitution of the United States, an amendment to the Constitution, an act of Congress or a treaty of the United States. In cases where the U.S. is a party, the U.S. plaintiff or defendant code takes precedence, and box 1 or 2 should be marked.

Diversity of citizenship. (4) This refers to suits under 28 U.S.C. 1332, where parties are citizens of different states. When Box 4 is checked, the citizenship of the different parties must be checked. (See Section III below; **NOTE: federal question actions take precedence over diversity cases.**)

- **III. Residence (citizenship) of Principal Parties.** This section of the JS 44 is to be completed if diversity of citizenship was indicated above. Mark this section for each principal party.
- **IV. Nature of Suit.** Place an "X" in the appropriate box. If the nature of suit cannot be determined, be sure the cause of action, in Section VI below, is sufficient to enable the deputy clerk or the statistical clerk(s) in the Administrative Office to determine the nature of suit. If the cause fits more than one nature of suit, select the most definitive.
- **V. Origin.** Place an "X" in one of the six boxes.

Original Proceedings. (1) Cases which originate in the United States district courts.

Removed from State Court. (2) Proceedings initiated in state courts may be removed to the district courts under Title 28 U.S.C., Section 1441. When the petition for removal is granted, check this box.

Remanded from Appellate Court. (3) Check this box for cases remanded to the district court for further action. Use the date of remand as the filing

Reinstated or Reopened. (4) Check this box for cases reinstated or reopened in the district court. Use the reopening date as the filing date. Transferred from Another District. (5) For cases transferred under Title 28 U.S.C. Section 1404(a). Do not use this for within district transfers or multidistrict litigation transfers.

Multidistrict Litigation. (6) Check this box when a multidistrict case is transferred into the district under authority of Title 28 U.S.C. Section 1407. When this box is checked, do not check (5) above.

- VI. Cause of Action. Report the civil statute directly related to the cause of action and give a brief description of the cause. Do not cite jurisdictional statutes unless diversity. Example: U.S. Civil Statute: 47 USC 553 Brief Description: Unauthorized reception of cable service
- VII. Requested in Complaint. Class Action. Place an "X" in this box if you are filing a class action under Rule 23, F.R.Cv.P.

 Demand. In this space enter the actual dollar amount being demanded or indicate other demand, such as a preliminary injunction. Jury Demand. Check the appropriate box to indicate whether or not a jury is being demanded.
- VIII. Related Cases. This section of the JS 44 is used to reference related pending cases, if any. If there are related pending cases, insert the docket numbers and the corresponding judge names for such cases.

Date and Attorney Signature. Date and sign the civil cover sheet.

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SUMMON	S IN A CIVIL ACTION
To: (Defendant's name and address)	
A lawsuit has been filed against you.	
are the United States or a United States agency, or an P. 12 (a)(2) or (3) — you must serve on the plaintiff a	s on you (not counting the day you received it) — or 60 days if you officer or employee of the United States described in Fed. R. Civ. an answer to the attached complaint or a motion under Rule 12 of motion must be served on the plaintiff or plaintiff's attorney,
If you fail to respond, judgment by default wi You also must file your answer or motion with the co	ill be entered against you for the relief demanded in the complaint. ourt.
	CLERK OF COURT
Date:	Signature of Clerk or Deputy Clerk

AO 440 (Rev. 06/12) Summons in a Civil Action (Page 2)

Civil Action No.

PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (l))

	This summons for (no	ame of individual and title, if an	ny)			
was rec	ceived by me on (date)		<u> </u>			
	☐ I personally served	d the summons on the ind	ividual at (place)			
			on (date)	; or		
	☐ I left the summons	s at the individual's reside	ence or usual place of abode with (name)			
	, a person of suitable age and discretion who resides					
	on (date), and mailed a copy to the individual's last known address; or					
	☐ I served the summ	ons on (name of individual)		, who is		
	designated by law to	accept service of process	on behalf of (name of organization)			
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	My fees are \$	for travel and \$	for services, for a total of \$			
	I declare under penal	ty of perjury that this info	ormation is true.			
Date:						
		_	Server's signature			
		_	Printed name and title			
		_	Server's address			

Additional information regarding attempted service, etc: